03 February 2020

The New Zealand Productivity Commission
PO Box 8036
Wellington 6143

Via email: info@productivity.govt.nz

Re: *Draft Report 3: Training New Zealand's workforce*

Hospitality New Zealand ('Hospitality NZ') welcomes the opportunity to provide feedback on the consultation on Draft Report 3: Training New Zealand's workforce. ("Draft Report 3")

Hospitality NZ is a member-led, not-for-profit organisation representing approximately 3,000 businesses nation-wide, including cafés, restaurants, bars, nightclubs, commercial accommodation, country hotels and off-licences.

We support the recommendations of The Productivity Commission contained in Draft Report 3.

Hospitality NZ made a submission to the Tertiary Education Commission on the consultation for Reform of Vocational Education in April 2019. Our submission can be made available to The Productivity Commission, should that be of interest.

Some of our main points in that submission included our support for:

- Increased workplace / on-the-job training. We support pathways to ensure that more people can work and earn while being able to gain qualifications.
- Increased use of on-line studying and learning and increased offering of short-courses and micro-credentials available to learners, employees and employers.
- Ability for qualifications to be gained over time, via small units that are manageable for employers and trainees, and can be undertaken at times that suit.
- Greater and easier access to vocational education and training for businesses and learners in regions.
- The vocational education system to also recognise and facilitate increased training and upskilling of employers, particularly those in SMEs.
- A system and training that is cost effective and efficient.
- Training being accessible to everyone, across all of New Zealand.
- A system that supports and encourages employers to be able to offer employees pathways to qualifications.

Our submission also noted our concerns around potential duplication of roles and functions, and our concern with reforms where costs have not been analysed or included within the review and consultation.

Thank you for the opportunity to comment.

Nadine Mehlhopt
Advocacy and Policy Manager
Hospitality New Zealand